

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1985.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 and subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressures, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds for such salaries are to be provided for the 1985 City Budget and from City Utilities operating funds and other such sources as may be specified by the Common Council.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of



the Common Council, except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with existing collective bargaining agreements.

SECTION 2. That the following scale of Maximum Salaries is hereby fixed and authorized as a ceiling for approved labor grades. This maximum will not be exceeded, except for approved shift differentials, overtime pay and bonuses or technical skill pay specifically enumerated in this ordinance or in amendments to this ordinance or in collective bargaining agreements approved by the Common Council:

SEE EXHIBIT "A" ATTACHED HERETO AND MADE  
A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of a salary survey conducted in 1981, and in 1983, as well as recommendations of the Common Council's Salary Study Committee. Actual increases will result from 1.) a general increase of no more than five percent, or 2.) adjustment to the base pay for an individual's labor grade, or 3.) the general increase plus up to three percent for persons designated outstanding performers in accordance with an established pay for performance plan approved by Council, or 4.) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized employee representative organization.

SECTION 3. The following is a true and complete listing of all City and Utilities salaried non-bargaining unit positions by Department, Position Title and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities. Such positions and titles being included in this Ordinance by



reference to those economic agreements negotiated by the City  
Labor Relations Director and approved by Common Council.

The listing below includes the results of a comprehensive  
reevaluation of City and Utilities salaried non-bargaining unit  
positions accomplished last year in accordance with the official  
position evaluation plan and an update of the position evaluation  
this year.

LABOR GRADE	TITLE
MAYOR'S OFFICE	
19	Staff Director
17	Administrative Assistant
15	Executive Assistant
8	Executive Secretary VIII
7	Receptionist
FINANCE AND ADMINISTRATION	
19	Director of Finance and Administration
17	Deputy Controller
16	Director of Labor Relations
16	Telecommunications Manager
14	Internal Auditor
14	Assoc. Director of Labor Relations
14	Administrator - Federal Funds
8	Executive Secretary VIII
UC \$26,119	Council Attorney
ECONOMIC DEVELOPMENT	
19	Director
18	Assistant Director
15	Sr. Finance Specialist
15	Sr. Business Development Specialist
13	Finance Specialist
13	Business Development Specialist



# ECONOMIC DEVELOPMENT (cont'd.)

1	13	Redevelopment Specialist
2	11	Asst. Finance Specialist
3	11	Asst. Business Development Specialist
4	10	Bookkeeper/Accountant
5	8	Executive Secretary VIII
6	4	Secretary IV
7	3	Secretary/Receptionist
8		

## METRO HUMAN RELATIONS COMMISSION

10	17	Executive Director
11	14	Deputy Director
12	13	Staff Attorney
13	12	Chief Investigator
14	6	Executive Secretary VI
15		

## CITY CLERK'S OFFICE

17	10	Chief Deputy/Supervisor
18	6	Personnel Supervisor
19	5	Records Supervisor
20	5	Violations Citizen's Advocate
21	5	Executive Secretary/Bookkeeper
22		

## PUBLIC WORKS

24	19	Director
25	16	Street and Fleet Dept. Director
26	12	Clerk to Board
27	12	Administrative Assistant
28	9	Executive Secretary IX
29	6	Executive Secretary/Bookkeeper
30		

## PUBLIC AFFAIRS

32	16	Citizens Advocate
	12	Minority Affairs Officer
	9	Administrative Assistant



PUBLIC AFFAIRS (cont'd.)

1	8	Assistant - Citizens Advocate
2	7	Executive Secretary VII

COMMUNITY DEVELOPMENT & PLANNING

5	19	Director
6	18	Deputy Director
7	16	Senior Planner
8	9	Office Manager

STREET ENGINEERING

11	16	Street Engineer
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PUBLIC SAFETY

14	19	Director
15	12	Administrative Assistant
16	6	Executive Secretary VI

POLICE CIVILIANS

19	13	Chemist
20	12	Records Supervisor
21	12	Neighborhood Specialist
22	9	Records Bureau Technician
23	9	Darkroom Technician
24	6	Executive Secretary VI
25	5	Executive Secretary V

POLICE COMMAND

28	17	Chief of Police
29	16	Assistant Chief
30	15	Deputy Chief

FIRE COMMAND

32	17	Fire Chief
	16	Deputy Chief



# FIRE COMMAND (cont'd.)

15	Assistant Chief
13	Master Mechanic
7	Executive Secretary VII
7	Supply Truck Driver

## CIVIL DEFENSE

13	Civil Defense Director
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## WEIGHTS AND MEASURES

11	Inspector
4	Receptionist/Secretary IV

## COMMUNICATIONS

15	Director of Communications
13	Supervisor of Technicians
13	Supervisor of Dispatchers
11	Asst. Supervisor of Dispatchers
9	Administrative Assistant
5	Executive Secretary V

## TRAFFIC ENGINEERING

16	Traffic Engineer
14	Assistant Traffic Engineer
13	Sign and Marking Supervisor

## LAW DEPARTMENT

7	Legal Secretary
UC \$26,686	City Attorney
UC \$15,330	Associate City Attorney

## HUMANE SHELTER

14	Executive Director
10	Special Humane Officer
10	Animal Technician



# AVIATION DEPARTMENT

1	18	Director of Airports
2	16	Assistant Airport Manager - Operations
3	15	Airport Comptroller
4	14	Chief, CFR/Police
5	14	Maintenance Superintendent
6	13	Project Coordinator
7	12	Lead Electrician
8	12	Field Superintendent
9	12	Captain, CFR/Police
10	11	Building Superintendent
11	11	Lead Mechanic
12	10	Lieutenant, CFR/Police
13	10	Field Supervisor
14	9	CFR/Police Officer
15	9	Lead Carpenter
16	8	Equipment Operator A
17	7	Terminal Maintenance Supervisor
18	7	Executive Secretary
19	7	Mechanic
20	7	Electrician
21	6	Carpenter
22	6	Accounting Clerk
23	6	Administrative Intern
24	6	Secretary VI
25	6	Equipment Operator B
26	5	Secretary V
27	4	Field Maintenance Person
28	4	Terminal Police Officer
29	4	Terminal Maintenance Worker A
30	3	Terminal Maintenance Worker B
31		
32		



# PARKS AND RECREATION

1	18	Director of Parks and Recreation
2	17	Superintendent Parks
3	17	Superintendent Recreation
4	17	Superintendent Zoo & Veldt
5	15	Business Manager
6	14	Horticulturist - Conservatory
7		Manager
8	14	Supervisor Areas Maintenance
9	13	Arborist
10	13	Engineer-Planner
11	13	Director Sr. Citizens Center
12	13	Supervisor - Buildings & Equipment
13	13	Sports Facilities Manager
14	12	Assistant Arborist
15	12	Asst. Supervisor Areas Maintenance
16	12	Landscape Architect
17	12	Coordinator Neighborhood Services
18	12	Theatre Manager
19	12	Supervisor - Special Services
20	11	Supervisor - Floriculturalist
21	11	Sports Program Manager
22	11	Coordinator of Special Activities
23	11	Greenskeeper - Supervisor
24	10	Recreation Center Director
25	9	Office Manager
26	9	Program Coordinator, Sr. Citizens
27		Center
28	9	Zoo Curator/Ed. Specialist
29	9	Assistant Special Services Supervisor
30	5	Payroll Clerk
31	UC \$9,930	Golf Pro
32		

# PARKING ADMINISTRATION

13	Parking Administrator
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# STREET DEPARTMENT

1	15	Street Commissioner
2	13	Assistant Street Commissioner
3	10	General Foreman
4	10	Administrative Assistant

# COMMUNITY SERVICES

7	19	Director
8	12	Administrative Assistant
9	8	Executive Secretary VIII

# CITY UTILITIES

12	18	Director of Personnel
13	18	Director of Water Resources
14	18	City Engineer
15	18	Director of City Utilities Operations
16	18	Director of Transportation
17	17	Superintendent of Filtration Plant
18	17	Superintendent of WPC Treatment Plant
20	16	Superintendent of Maintenance
21	16	Chief Water Engineer
22	16	Chief WPC Engineer
23	16	Technical Services Administrator
24	16	Mgr. - Data processing
25	15	Chief Street Lighting Engineer
26	15	Assoc. Director of Personnel
27	15	Supervisor of Customer Services
28	15	Supervisor of Industrial Waste
29	15	Assistant Chief Engineer
30	15	Purchasing Director
31	15	Project Manager - DP
32	15	Manager of Operations - WPC Plant
14	14	Superintendent of St. Lighting Warehouse



CITY UTILITIES (cont'd.)

1	14	Supervisor of Water Maint. Construction
2	14	Supervisor of Water Maint. Service
3	14	Assistant Superintendent - WPC
4		Maintenance
5	14	Assistant Superintendent - Water
6		Filtration Plant
7	14	Systems Analyst
8	14	Systems Programmer
9	14	Programmer Analyst
10	14	Public Information Officer
11	14	Maintenance Foreman - Filtration
12		Plant
13	14	EEO/AA Administrator
14	14	Engineering Supervisor
15	14	Project Engineer (P.E.)
16	14	Supervisor of Maintenance - WPC
17		Plant
18	13	Resident Engineer - WPC Plant
19	13	Project Leader
20	13	Supervisor of General Accounting
21	13	Supervisor of Payroll Services
22	13	Micro-Specialist - DP
23	13	Accountant - Transportation
24	13	Supervisor of Safety and Claims
25	13	Assistant Director of Purchasing
26	13	Administrative Assistant - Operations
27	13	Administrative Services Center
28		Staff Supervisor
29	12	General Foreman - WPC Plant
30	12	Personnel Officer
31	12	Employment Specialist
32	12	Supervisor - Indust. Waste Control
	12	Garage Supervisor
	11	Supervisor of Meter Reading



CITY UTILITIES (cont'd.)

1	11	Assistant Supervisor - WPC Plant
2		Maintenance
3	11	Administrator - Sludge Disposal
4	11	Administrative Ass't. Customer
5		Services
6	11	Supervisor of Data Operations
7	11	Veterans Services Officer
8	10	Administrative Assistant X
9	10	Payroll Administrator
10	10	Safety Investigator
11	10	Office Manager - Transportation
12	9	Administrative Assistant IX
13	9	Office Manager - Personnel
14	9	Secretary - Claims Investigator
15	7	Executive Secretary VII
16	7	Executive Clerical Secretary ASC
17	6	Purchasing Administrative Assistant
18	6	Executive Secretary VI
19	5	Executive Clerical Assistant ASC
20	5	Purchasing Data Entry Clerk
21	5	Executive Secretary V
22	4	Executive Secretary IV

SECTION 4. The base pay and other compensation for patrolmen in the Fort Wayne Police Department is hereby established as provided in the attached Exhibit "B", made a part hereof, as reached through the collective bargaining process; police officers of the rank of Sergeant through Captain inclusive are as established in attached Exhibit "C"; firefighters of the rank of Firefighter through District Chief are established in attached Exhibit "D". Furthermore, the following additions and modifications, developed through the Collective Bargaining Process, are hereby approved and thus modify the Basic Salary Ordinance:



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- a. Patrolmen in the Police Department, hired after January 1981, shall receive an annual base pay as follows:
- (1) For the first year (365 days), the patrolmen's base pay shall be eighty percent (80%) of the base pay of a first class patrolman;
- (2) For the second year (365 days), the patrolmen's base pay shall be ninety percent (90%) of the base pay of a first class patrolman;
- (3) For the third year (365 days) the patrolmen's base pay shall be ninety-five percent (95%) of the base pay of a first class patrolman.
- b. As an incentive to attract trained and qualified personnel, in the future, an educational bonus shall be paid to personnel of the Police Department as follows:
- (1) All officers who were officers as of January 1, 1981 and who have obtained a four year baccalaureate degree by January 1, 1981, shall receive a bonus of nine hundred dollars (\$900) per year added to their regular earnings.
- (2) All officers who were officers as of January 1, 1981, and who by January 1, 1981 had obtained a two year Associates degree shall receive a bonus of four hundred and fifty dollars (\$450) per year added to their regular earnings.
- (3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then shall receive a bonus of nine hundred (\$900) per year, only upon obtaining a four year baccalaureate degree in law enforcement.



1 The maximum that any officer can receive under this  
2 section shall be the sum of nine hundred and 00/100  
3 dollars (\$900) yearly bonus.

4 c. Any off-duty officer who is required to attend, by  
5 subpoena and does so attend court for a criminal matter  
6 or a civil matter related to his or her law enforcement  
7 duties shall receive, for each hour that he or she  
8 is required to be in court and actually is in court,  
9 one and one-half times his or her normal hourly rate  
10 computed on his or her base annual rate only. In  
11 addition thereto, each off-duty officer who is required  
12 to attend, by subpoena, and does so attend court for  
13 a criminal or civil matter related to his or her law  
14 enforcement duties, shall receive one hour of straight  
15 time pay (computed on the annual base only) for each  
16 such court appearance.

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18 d. Each officer shall receive six hundred and seventy-five  
19 dollars (\$675) per year as a uniform allowance.

20  
21 e. Shift payments will be made to Police Officers as  
22 follows:

23 (1) Officers who were officers as of January 1, 1981,  
24 and who are assigned to "B" shift or any shift  
25 beginning between 12 noon and 3 p.m., shall have  
26 added to their regular earnings seven hundred  
27 dollars (\$700) for such pay period.

28  
29 (2) Officers who were hired as of January 1, 1981,  
30 and were assigned to "C" shift beginning between  
31 9 p.m. and 12 midnight, shall have added to their  
32 regular determined earnings one thousand four  
hundred dollars (\$1,400) annually for such time  
as they regularly work such shift.



(3) Officers hired after January 1, 1981, shall not receive the shift payments referred to above for the first three years of their service. Except that new patrol officers, who have served one year on the force in the department shall be eligible for shift pay beginning January 1984.

e. Police Bonus and Incentive payments referred to in this section or elsewhere are not to be construed in any manner as additions to the base salary of any officer within the meaning of any applicable Indiana Statute. Only the actual base rate established by Collective Bargaining agreement and approved by the Common Council for the First Class Patrolmen shall be included in that rate.

f. A one thousand dollar (\$1,000) bonus will be given to each commissioned employee of the Fort Wayne Fire Department who has 25 (or more) years of service, unless it would be determined that such bonus constitutes a part of the base rate of Firefighter for Pension purposes.

g. Firefighters covered by Indiana Burns Statutes 37 and 77 who are permanent, paid employees wherever assigned to duty outside the Fire Department will receive a shift bonus of thirty-five cents per hour (\$.35) for all hours worked on shifts beginning between 12 noon and 12 midnight.

h. Five hundred dollars (\$500) technical pay for the following Fire Classifications is also authorized:

- (1) No more than thirty (30) divers
- (2) Three (3) Signal Department Journeymen Electricians
- (3) Two (2) Certified EMT Instructors



- 1           i. Employees covered by recognized bargaining unit represen-  
2           tatives (Unions) will receive a salary established  
3           by the Collective Bargaining process as long as the  
4           salaries do not exceed the table of maximum salaries  
5           authorized in Section 2, above.

6           SECTION 5. From and after the first day of January 1985,  
7           all appointed officers, employees, deputies, assistants, departmental  
8           and institutional heads of the Civil City and City Utilities  
9           will be paid according to this, the above and following provisions  
10          of this ordinance, subject to budgetary limitations, collective  
11          bargaining agreements, future changes or amendments enacted  
12          by Common Council.

13          SECTION 6. As an amendment to Special Ordinance S-83-07-25  
14          following positions are created immediately:

15          City Engineer	18
16          Superintendent of Industrial Waste	15
17          Manager of Operations - WPC Plant	15
18          Accountant - Transportation	13
19          Neighborhood Specialist - Police	12
20          Administrative Assistant - Bd. of Works	12
21          Office Manager - Transportation	10
22          Secretary/Claims Investigator	9

23          SECTION 7. A bona fide merit (pay for performance) program  
24          will be developed by the City Personnel Department and will  
25          be submitted to City Council before implementation. As a minimum,  
26          the program shall include:

- 27          A. A plan for performance evaluation including systematic  
28             controls against overuse or abuse of merit program;  
29          B. A time table for implementation;  
30          C. A specific budget for merit pay bonuses; and,  
31          D. A plan for Council review.  
32



SECTION 8. That all Departments subject to this ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provisions of this ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this ordinance would have passed by the Common Council without such invalid section, clause, paragraph, part or provisions, and the remaining parts of the ordinance will remain in effect.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

  
COUNCILMEMBER

APPROVED AS TO FORM  
AND LEGALITY

  
BRUCE O. BOXBERGER, City Attorney



AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1985.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 and subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressures, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds for such salaries are to be provided for the 1985 City Budget and from City Utilities operating funds and other such sources as may be specified by the Common Council.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of



1 the Common Council, except for those brought about by collective  
2 bargaining with authorized representatives of City or Utilities  
3 employees in accordance with existing collective bargaining  
4 agreements.

5 SECTION 2. That the following scale of Maximum Salaries  
6 is hereby fixed and authorized as a ceiling for approved labor  
7 grades. This maximum will not be exceeded, except for approved  
8 shift differentials, overtime pay and bonuses or technical skill  
9 pay specifically enumerated in this ordinance or in amendments  
10 to this ordinance or in collective bargaining agreements approved  
11 by the Common Council:  
12

13 SEE EXHIBIT "A" ATTACHED HERETO AND MADE  
14 A PART HEREOF IN ITS ENTIRETY  
15

16 This scale, as reflected on Exhibit "A", is an attempt to maintain  
17 an orderly, consistent and competitive pay policy and is based  
18 upon the application of results of a salary survey conducted  
19 in 1981, and in 1983, as well as recommendations of a Common  
20 Council's Salary Study Committee. Actual increases will result  
21 from 1.) a general increase of no more than five percent, or  
22 2.) adjustment to the base pay for an individual's labor grade,  
23 or 3.) the general increase plus up to three percent for persons  
24 designated outstanding performers in accordance with an established  
25 pay for performance plan approved by Council, or 4.) progression  
26 to a level specified in an approved collective bargaining agreement  
27 between the City of Fort Wayne and a recognized employee represen-  
28 tative organization.

29 SECTION 3. The following is a true and complete listing  
30 of all City and Utilities salaried non-bargaining unit positions  
31 by Department, Position Title and Labor Grade. It does not  
32 include those positions which are specified as part of a bargaining  
unit having a written economic agreement with the City or Utilities.  
Such positions and titles being included in this Ordinance by



reference to those economic agreements negotiated by the City  
Labor Relations Director and approved by Common Council.

The listing below includes the results of a comprehensive  
reevaluation of City and Utilities salaried non-bargaining unit  
positions accomplished last year in accordance with the official  
position evaluation plan and an update of the position evaluation  
this year.

LABOR GRADE	TITLE
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MAYOR'S OFFICE	
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19	Staff Director
17	Administrative Assistant
15	Executive Assistant
8	Executive Secretary VIII
7	Receptionist

FINANCE AND ADMINISTRATION	
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19	Director of Finance and Administration
18	Deputy Controller
16	Director of Labor Relations
16	Telecommunications Manager
14	Internal Auditor
14	Assoc. Director of Labor Relations
14	Administrator - Federal Funds
8	Executive Secretary VIII
UC \$26,119	Council Attorney

ECONOMIC DEVELOPMENT	
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19	Director
18	Assistant Director
15	Sr. Finance Specialist
15	Sr. Business Development Specialist
13	Finance Specialist
13	Business Development Specialist



# ECONOMIC DEVELOPMENT (cont'd.)

1	13	Redevelopment Specialist
2	11	Asst. Finance Specialist
3	11	Asst. Business Development Specialist
4	10	Bookkeeper/Accountant
5	8	Executive Secretary VIII
6	4	Secretary IV
7	3	Secretary/Receptionist

# METRO HUMAN RELATIONS COMMISSION

10	17	Executive Director
11	14	Deputy Director
12	13	Staff Attorney
13	12	Chief Investigator
14	6	Executive Secretary VI

# CITY CLERK'S OFFICE

17	10	Chief Deputy/Supervisor
18	6	Personnel Supervisor
19	5	Records Supervisor
20	5	Violations Citizen's Advocate
21	5	Executive Secretary/Bookkeeper

# PUBLIC WORKS

24	19	Director
25	16	Street and Fleet Dept. Director
26	12	Clerk to Board
27	12	Administrative Assistant
28	9	Executive Secretary IX

# PUBLIC AFFAIRS

31	16	Citizens Advocate
32	12	Minority Affairs Officer
	9	Administrative Assistant



PUBLIC AFFAIRS (cont'd.)

1	8	Assistant - Citizens Advocate
2	7	Executive Secretary VII

COMMUNITY DEVELOPMENT & PLANNING

5	19	Director
6	18	Deputy Director
7	16	Senior Planner
8	9	Office Manager

STREET ENGINEERING

11	16	Street Engineer
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PUBLIC SAFETY

14	19	Director
15	12	Administrative Assistant
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POLICE CIVILIANS

19	13	Chemist
20	12	Records Supervisor
21	12	Neighborhood Specialist
22	9	Records Bureau Technician
23	9	Darkroom Technician
24	6	Executive Secretary VI

POLICE COMMAND

27	17	Chief of Police
28	16	Assistant Chief
29	15	Deputy Chief

FIRE COMMAND

32	17	Fire Chief
	16	Deputy Chief



FIRE COMMAND (cont'd.)

1	15	Assistant Chief
2	13	Master Mechanic
3	7	Executive Secretary VII

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6 CIVIL DEFENSE

7	13	Civil Defense Director
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9 WEIGHTS AND MEASURES

10	11	Inspector
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13 COMMUNICATIONS

14	15	Director of Communications
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15	13	Supervisor of Technicians
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16	13	Supervisor of Dispatchers
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17	11	Asst. Supervisor of Dispatchers
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18	9	Administrative Assistant
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21 TRAFFIC ENGINEERING

22	16	Traffic Engineer
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23	14	Assistant Traffic Engineer
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24	13	Sign and Marking Supervisor
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26 LAW DEPARTMENT

27	7	Legal Secretary
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28	UC \$26,686	City Attorney
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29	UC \$15,330	Associate City Attorney
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31 HUMANE SHELTER

32	14	Executive Director
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	10	Special Humane Officer
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	10	Animal Technician
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# AVIATION DEPARTMENT

1	18	Director of Airports
2	16	Assistant Airport Manager - Operations
3	15	Airport Comptroller
4	14	Chief, CFR/Police
5	14	Maintenance Superintendent
6	13	Project Coordinator
7	12	Lead Electrician
8	12	Field Superintendent
9	12	Captain, CFR/Police
10	11	Building Superintendent
11	11	Lead Mechanic
12	10	Lieutenant, CFR/Police
13	10	Field Supervisor
14	9	CFR/Police Officer
15	9	Lead Carpenter
16	8	Equipment Operator A
17	7	Terminal Maintenance Supervisor
18	7	Executive Secretary
19	7	Mechanic
20	7	Electrician
21	6	Carpenter
22	6	Accounting Clerk
23	6	Administrative Intern
24	6	Secretary VI
25	6	Equipment Operator B
26	5	Secretary V
27	4	Field Maintenance Person
28	4	Terminal Police Officer
29	4	Terminal Maintenance Worker A
30	3	Terminal Maintenance worker B
31		
32		



# PARKS AND RECREATION

1	18	Director of Parks and Recreation
2	17	Superintendent Parks
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4	17	Superintendent Zoo & Veldt
5	15	Business Manager
6	14	Horticulturist - Conservatory
7		Manager
8	14	Supervisor Areas Maintenance
9	13	Arborist
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12	13	Supervisor - Buildings & Equipment
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16	12	Landscape Architect
17	12	Coordinator Neighborhood Services
18	12	Theatre Manager
19	12	Supervisor - Special Services
20	11	Supervisor - Floriculturalist
21	11	Sports Program Manager
22	11	Coordinator of Special Activities
23	11	Greenskeeper - Supervisor
24	10	Recreation Center Director
25	9	Office Manager
26	9	Program Coordinator, Sr. Citizens
27		Center
28	9	Zoo Curator/Ed. Specialist
29	9	Assistant Special Services Supervisor
30	5	Payroll Clerk
31	00 \$9,930	Golf Pro

# PARKING ADMINISTRATION

13	Parking Administrator
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# STREET DEPARTMENT

1	15	Street Commissioner
2	13	Assistant Street Commissioner
3	10	General Foreman
4	10	Administrative Assistant

# COMMUNITY SERVICES

7	19	Director
8	12	Administrative Assistant
9	8	Executive Secretary VIII

# CITY UTILITIES

12	18	Director of Personnel
13	18	Director of Water Resources
14	18	City Engineer
15	18	Director of City Utilities Operations
16	18	Director of Transportation
17	17	Superintendent of Filtration Plant
18	17	Superintendent of WPC Treatment Plant
20	16	Superintendent of Maintenance
21	16	Chief Water Engineer
22	16	Chief WPC Engineer
23	16	Technical Services Administrator
24	16	Mgr. - Data processing
25	15	Chief Street Lighting Engineer
26	15	Assoc. Director of Personnel
27	15	Supervisor of Customer Services
28	15	Supervisor of Industrial waste
29	15	Assistant Chief Engineer
30	15	Purchasing Director
31	15	Project Manager - DP
32	15	Manager of Operations - WPC Plant
14		Superintendent of St. Lighting Warehouse



CITY UTILITIES (cont'd.)

1	14	Supervisor of Water Maint. Construction
2	14	Supervisor of Water Maint. Service
3	14	Assistant Superintendent - WPC
4		Maintenance
5	14	Assistant Superintendent - Water
6		Filtration Plant
7	14	Systems Analyst
8	14	Systems Programmer
9	14	Programmer Analyst
10	14	Public Information Officer
11	14	Maintenance Foreman - Filtration
12		Plant
13	14	EEO/AA Administrator
14	14	Engineering Supervisor
15	14	Project Engineer (P.E.)
16	14	Supervisor of Maintenance - WPC
17		Plant
18	13	Resident Engineer - WPC Plant
19	13	Project Leader
20	13	Supervisor of General Accounting
21	13	Supervisor of Payroll Services
22	13	Micro-Specialist - DP
23	13	Supervisor of Safety and Claims
24	13	Assistant Director of Purchasing
25	13	Administrative Assistant - Operations
26	13	Administrative Services Center
27		Staff Supervisor
28	12	General Foreman - WPC Plant
29	12	Personnel Officer
30	12	Employment Specialist
31	12	Garage Supervisor
32	11	Supervisor of Meter Reading



CITY UTILITIES (cont'd.)

1	11	Assistant Supervisor - WPC Plant
2		Maintenance
3	11	Administrator - Sludge Disposal
4	11	Administrative Ass't. Customer
5		Services
6	11	Supervisor of Data Operations
7	11	Veterans Services Officer
8	10	Administrative Assistant X
9	10	Payroll Administrator
10	10	Safety Investigator
11	10	Office Manager - Transportation
12	9	Administrative Assistant IX
13	9	Office Manager - Personnel
14	9	Secretary - Claims Investigator
15	7	Executive Secretary VII
16	7	Executive Clerical Secretary ASC
17	6	Purchasing Administrative Assistant
18	6	Executive Secretary VI
19	5	Executive Clerical Assistant ASC
20	5	Executive Secretary V
21	4	Executive Secretary IV

SECTION 4. The base pay and other compensation for patrolmen in the Fort Wayne Police Department is hereby established as provided in the attached Exhibit "B", made a part hereof, as reached through the collective bargaining process; police officers of the rank of Sergeant through Captain inclusive are as established in attached Exhibit "C"; firefighters of the rank of Firefighter through District Chief are established in attached Exhibit "D". Furthermore, the following additions and modifications, developed through the Collective Bargaining Process, are hereby approved and thus modify the Basic Salary Ordinance:



a. Patrolmen in the Police Department, hired after January 1981, shall receive an annual base pay as follows:

(1) For the first year (365 days), the patrolmen's base pay shall be eighty percent (80%) of the base pay of a first class patrolman;

(2) For the second year (365 days), the patrolmen's base pay shall be ninety percent (90%) of the base pay of a first class patrolman;

(3) For the third year (365 days) the patrolmen's base pay shall be ninety-five percent (95%) of the base pay of a first class patrolman.

b. As an incentive to attract trained and qualified personnel, in the future, an educational bonus shall be paid to personnel of the Police Department as follows:

(1) All officers who were officers as of January 1, 1981 and who have obtained a four year baccalaureate degree by January 1, 1981, shall receive a bonus of nine hundred dollars (\$900) per year added to their regular earnings.

(2) All officers who were officers as of January 1, 1981, and who by January 1, 1981 had obtained a two year Associates degree shall receive a bonus of four hundred and fifty dollars (\$450) per year added to their regular earnings.

(3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then shall receive a bonus of nine hundred (\$900) per year, only upon obtaining a four year baccalaureate degree in law enforcement.



1 The maximum that any officer can receive under this  
2 section shall be the sum of nine hundred and 00/100  
3 dollars (\$900) yearly bonus.

4 c. Any off-duty officer who is required to attend, by  
5 subpoena and does so attend court for a criminal matter  
6 or a civil matter related to his or her law enforcement  
7 duties shall receive, for each hour that he or she  
8 is required to be in court and actually is in court,  
9 one and one-half times his or her normal hourly rate  
10 computed on his or her base annual rate only. In  
11 addition thereto, each off-duty officer who is required  
12 to attend, by subpoena, and does so attend court for  
13 a criminal or civil matter related to his or her law  
14 enforcement duties, shall receive one hour of straight  
15 time pay (computed on the annual base only) for each  
16 such court appearance.

17  
18 d. Each officer shall receive six hundred and seventy-five  
19 dollars (\$675) per year as a uniform allowance.

20  
21 e. Shift payments will be made to Police Officers as  
22 follows:

23 (1) Officers who were officers as of January 1, 1981,  
24 and who are assigned to "B" shift or any shift  
25 beginning between 12 noon and 3 p.m., shall have  
26 added to their regular earnings seven hundred  
27 dollars (\$700) for such pay period.

28  
29 (2) Officers who were hired as of January 1, 1981,  
30 and were assigned to "C" shift beginning between  
31 9 p.m. and 12 midnight, shall have added to their  
32 regular determined earnings one thousand four  
hundred dollars (\$1,400) annually for such time  
as they regularly work such shift.



1 (3) Officers hired after January 1, 1981, shall not  
2 receive the shift payments referred to above  
3 for the first three years of their service.  
4 Except that new patrol officers, who have served  
5 one year on the force in the department shall  
6 be eligible for shift pay beginning January 1984.

7 e. Police Bonus and Incentive payments referred to in  
8 this section or elsewhere are not to be construed  
9 in any manner as additions to the base salary of any  
10 officer within the meaning of any applicable Indiana  
11 Statute. Only the actual base rate established by  
12 Collective Bargaining agreement and approved by the  
13 Common Council for the First Class Patrolmen shall  
14 be included in that rate.

15  
16 f. A one thousand dollar (\$1,000) bonus will be given  
17 to each commissioned employee of the Fort Wayne Fire  
18 Department who has 25 (or more) years of service,  
19 unless it would be determined that such bonus constitutes  
20 a part of the base rate of Firefighter for Pension  
21 purposes.

22  
23 g. Firefighters covered by Indiana Burns Statutes 37  
24 and 77 who are permanent, paid employees wherever  
25 assigned to duty outside the Fire Department will  
26 receive a shift bonus of thirty-five cents per hour  
27 (\$.35) for all hours worked on shifts beginning between  
28 12 noon and 12 midnight.

29  
30 h. Five hundred dollars (\$500) technical pay for the  
31 following Fire Classifications is also authorized:

- 32 (1) No more than thirty (30) divers  
(2) Three (3) Signal Department Journeymen Electricians  
(3) Two (2) Certified EMT Instructors



- 1           i. Employees covered by recognized bargaining unit represen-  
2           tatives (Unions) will receive a salary established  
3           by the Collective Bargaining process as long as the  
4           salaries do not exceed the table of maximum salaries  
5           authorized in Section 2, above.

6           SECTION 5. From and after the first day of January 1985,  
7           all appointed officers, employees, deputies, assistants, departmental  
8           and institutional heads of the Civil City and City Utilities  
9           will be paid according to this, the above and following provisions  
10          of this ordinance, subject to budgetary limitations, collective  
11          bargaining agreements, future changes or amendments enacted  
12          by Common Council.

13  
14          SECTION 6. As an amendment to Special Ordinance S-83-07-25  
15          following positions are created immediately:

16          City Engineer	18
17          Superintendent of Industrial Waste	15
18          Manager of Operations - WPC Plant	15
19          Neighborhood Specialist - Police	12
20          Administrative Assistant - Bd. of Works	12
21          Office Manager - Transportation	10
22          Secretary/Claims Investigator	9

23  
24          SECTION 7. A bona fide merit (pay for performance) program  
25          will be developed by the City Personnel Department and will  
26          be submitted to City Council before implementation. As a minimum,  
27          the program shall include:

- 28          A. A plan for performance evaluation including systematic  
29             controls against overuse or abuse of merit program;  
30          B. A time table for implementation;  
31          C. A specific budget for merit pay bonuses; and,  
32          D. A plan for Council review.

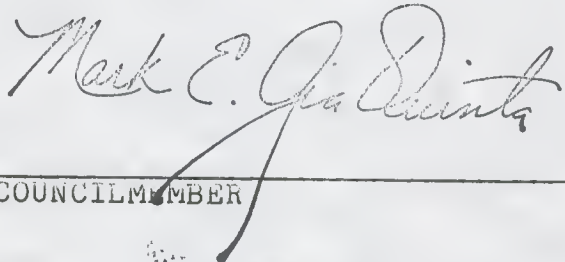


SECTION 8. That all Departments subject to this ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provisions of this ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this ordinance would have passed by the Common Council without such invalid section, clause, paragraph, part or provisions, and the remaining parts of the ordinance will remain in effect.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

  
COUNCILMEMBER

APPROVED AS TO FORM  
AND LEGALITY

BRUCE O. BOXBERGER, City Attorney



EXHIBIT "A"

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LABOR GRADE

MAXIMUM SALARY

1	\$10,815.00
2	\$12,167.00
3	\$13,519.00
4	\$14,871.00
5	\$16,223.00
6	\$17,574.00
7	\$18,926.00
8	\$20,278.00
9	\$21,630.00
10	\$22,982.00
11	\$24,334.00
12	\$25,686.00
13	\$27,038.00
14	\$28,389.00
15	\$29,741.00
16	\$32,800.00
17	\$36,500.00
18	\$40,500.00
19	\$45,000.00



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EXHIBIT "A"

<u>LABOR GRADE</u>	<u>MAXIMUM SALARY</u>
1	\$10,815.00
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14	\$28,389.00
15	\$29,741.00
16	\$32,800.00
17	\$36,500.00
18	\$40,500.00
19	\$45,000.00



Read the first time in full and on motion by Steen, seconded by Quinn, and duly adopted, read the second time by title and referred to the Committee Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Chambers, City-County Building, Fort Wayne, Indiana, on \_\_\_\_\_, the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ .M., E.S.

DATE: 7-10-84

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by GiaQuinta, seconded by Steen, and duly adopted, placed on its passage. PASSED (LOST) by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>	<u>TO-WIT:</u>
<u>TOTAL VOTES</u>	<u>7</u>	<u>2</u>	_____	_____	_____
<u>BRADBURY</u>	<u>✓</u>	_____	_____	_____	_____
<u>BURNS</u>	_____	<u>✓</u>	_____	_____	_____
<u>EISBART</u>	<u>✓</u>	_____	_____	_____	_____
<u>GiaQUINTA</u>	<u>✓</u>	_____	_____	_____	_____
<u>HENRY</u>	<u>✓</u>	_____	_____	_____	_____
<u>REDD</u>	<u>✓</u>	_____	_____	_____	_____
<u>SCHMIDT</u>	_____	<u>✓</u>	_____	_____	_____
<u>STIER</u>	<u>✓</u>	_____	_____	_____	_____
<u>TALARICO</u>	<u>✓</u>	_____	_____	_____	_____

DATE: July 28, 1984

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (~~ANNEXATION~~) (~~APPROPRIATION~~) (~~GENERAL~~)

(SPECIAL) (ZONING MAP) ORDINANCE (RESOLUTION) NO. D-87-84

on the 28th day of July, 1984,

ATTEST: ✓

(SEAL)

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Ray A. Ebert  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 30th day of July, 1984, at the hour of 10:00 o'clock A.M., E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 30th day of July, 1984, at the hour of 1:00 o'clock PM.M., E.S.T.

Win Moses, Jr.  
WIN MOSES, JR., MAYOR



EXHIBIT "A"

Due to the fact that salary recommendations are presently being reviewed and studied by the Common Council's Salary Study Committee, no precise figures are presented at this time. Upon completion of such review, appropriate salary maximums will be established prior to the passage of this ordinance.



BILL NO. S-84-07-19 *(as amended)*

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS REFERRED AN  
ORDINANCE fixing the salaries of each and every appointed officer,  
employee, deputy assistant, departmental and institutional head of the  
Civil City and City Utilities of the City of Fort Wayne, Indiana for  
the year 1985

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT  
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE DO PASS.

MARK E. GIAQUINTA, CHAIRMAN

JAMES S. STIER, VICE CHAIRMAN

JANET G. BRADBURY

THOMAS C. HENRY

DONALD J. SCHMIDT

*✓*  
*✓* *yes she*  
*✓* *Janet G. Bradbury*  
*✓* *Thomas C. Henry*  
  
7-28-84  
CONCURRED IN  
SANDRA E. KENNEDY, CITY CLERK